

ATTACHMENT E

STATE OF WYOMING WAIVER REQUEST WORKFORCE INVESTMENT ACT

Transfer of WIA funds between Adult and Dislocated Worker Programs

The Wyoming Department of Workforce Services (DWS), the state entity responsible for administering the Workforce Investment Act (WIA) is requesting to eliminate the 20% limitation on transferring WIA funds between the Adult and Dislocated Worker programs. Approval of this waiver will allow the ability for DWS to transfer appropriate amounts of funds between the Adult and Dislocated Worker programs as needs for these programs change within the state of Wyoming.

This waiver request follows the format identified in WIA Section 189(i)(4)(B), (29USCA section 2939(i)(4)(B) and WIA Regulations at 20 CFR section 661.420 (C).

1. Statutory Regulations to be Waived: WIA section 133(b)(4) (29 USCA section (i)(4)(B) and WIA Regulations 20 CFR section 667.140, provide that the approval of the Governor and State Workforce Investment Board may transfer up to 20 percent of a program year allocation from adult employment and training activities and up to 20 percent of a program year allocation of dislocated worker employment and training activities between the two programs.

Wyoming implemented WIA in 2000 and uses a state developed regional allocation process to distribute adult and dislocated worker funds to the areas of the state that have a need for these funds. The allocation process/formula takes into account the size of the workforce, number of unemployed individuals and the number of businesses in each of the six regions as compared to the state as a whole. Over the past few years Wyoming's economy has experienced growth, specifically in the extraction, construction and health care industries and the unemployment rate has been at or below 4 percent and the state has not experienced many business closures or mass-layoffs.

The DWS has established a goal of: "Become an agency that has aligned existing services in an innovative manner to impact Wyoming businesses". The key strategies to achieve this goal are:

- Develop a service delivery model that integrated all divisions, facilities, outreach offices, communications training and cross-education.
- Create a communication system and brand identity that unifies the agency internally and externally.
- Adopt an agency-wide customer service philosophy, culture and training program.
- Reinvent our programs and program policies to serve the agency mission and vision, and Wyoming. Increase emphasis on business services and economic development.

2. State or Local Statutory Regulatory Barriers: There are no state or local statutory or regulatory barriers to implementing this waiver. Upon notification of the approval of this waiver, the Department will amend necessary policies to comply with the terms of the waiver.

3. Goals to be Achieved by the Waiver:

- Increase the Department and Board's ability to respond to changes within the state and regions;
- Increase business collaboration between industry need and worker training;
- Increase accountability at the state, regional and local levels; and
- Provide greater flexibility to the Department and Board in designing and delivering WIA programs and services.

4. Individuals Impacted by the Waiver: Approval of this waiver will impact Wyoming's businesses, job seekers, and Workforce Center staff. The following are additional impacts of approval of this waiver:

- Wyoming businesses will benefit due to the Department's ability to design appropriate programs based on regional and state needs; and
- Increased utilization by both adults and dislocated workers as appropriate, resulting in more job seekers being served.

5. Process used to Monitor Progress and Implementing the Waiver:

The DWS has a pro-active fiscal and program monitoring system that tracks program costs and measures the results of job seekers using the Wyoming Workforce System. The DWS is in the process of developing measures and tracking system that will measure the results of businesses using the Wyoming Workforce System. The Department continually reviews and analyzes performance reports and compares performance against established performance goals. The DWS will monitor progress on this waiver by reviewing monthly expenditure, enrollment and performance reports generated by our automated management information system.